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November 2003

# Combating Hate in Predominantly White Institutions Through Strategic Rapid Response Strategies

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Gitau, Peter, "Combating Hate in Predominantly White Institutions Through Strategic Rapid Response Strategies " (2003). *Eighth Annual National Conference, POCPWI (2003)*. 16.

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## Combating Hate in Predominantly White Institutions Through Strategic Rapid Response Strategies

### Abstract

*This workshop presents an anti hate/bias response model that is easily adaptable by other PWIs in addressing hate on campus. The workshop draws from a 3 day Diversity Conference at Manchester College, and the subsequent experiences that led to the formulation of proactive and reactive strategies to address hate on campus.*

### Peter Gitau

Executive Assistant to the President of Diversity, Director, Multicultural Affairs, Assistant Professor, Education, Manchester College, North Manchester, IN

The problem of hate in predominantly white institutions is a real one. While the LGBT community may be increasingly becoming targets of hate crimes and incidents, ethnic minority students and international students in predominantly white institutions continue to bear the blunt of hate. Most expressions of hate take the form of incidents or biases, which seldom get reported although hate crimes are known to occur, a few of which have stolen the limelight. Hate incidents and crimes, real or imagined, have a debilitating effect on campus climate as that climate impacts students of color and other under represented groups.

While some institutions of higher learning have well written codes that govern the behavior of students and others on campus, a more proactive, quick, grass-root approach that combines community resources with the institution's is necessary to quickly and effectively address hate and bias on campus. Such a system places key, diverse, and appropriately trained personnel in strategic positions within the college and community, thus challenging hate messages and attitudes before they have an adverse effect on campus climate.

This workshop presents the experiences of one predominantly white college in dealing proactively and reactively with the problem of hate on its campus. Participants will gain an overview of the problem of hate in predominantly white colleges, discuss the hate pyramid, review hate and bias scenarios and reflect on ways of addressing such at their institutions. The model presented details the college's proactive strategies, captured in a 3- day anti hate conference and the effects of that training on the college's later experiences with hate on -campus. Participants will get an insight into the appropriate planning details of the anti hate conference with key emphasis on recruitment of participants, institutional support, community-college connection, and post conference planning. Suggested strategies include the training of a diverse, rapid response team made up of community members, university administration and staff, faculty, and student representatives. This easily adaptable model seeks to fight hate by replicating anti-hate training across the campus and the community thus helping to improve the college climate for minorities.

### Presenter

**Dr. Peter Gitau** is the Executive Assistant to the President for Diversity and Director of Multicultural Affairs at Manchester College in North Manchester Indiana. He also serves as an assistant professor of education at the college. *Dr. Gitau* holds a doctorate in

Higher: Educational Administration from the University of Kansas; a Masters in Educational Administration from Eastern Illinois University and a Bachelor of Education degree from Kenyatta university in Kenya, East Africa. Previously, *Dr.* Gitau worked as a school principal in Lawrence Kansas, and as a foreign language instructor at the University of Kansas. Before coming to the United States, *Dr.* Gitau worked as a High School Teacher in his home country of Kenya. His research and conference presentations have focused on international education and multiculturalism.